

## Tool Eight: Inter-generational Focus Group Discussions – to draw out experience and age-based differences in

The FGD will use the following three questions:

1. Has WWDA LEAD contributed to changing how you **think** about leadership, particularly the leadership of DWGwD?
  - a. If yes, what changes have you noticed and what do you think contributed to the changes?
  - b. If no, what could we have done differently?
  - c. Follow-up question: Was there anything that surprised you?
2. Has WWDA LEAD contributed to **changing how you think about yourself as a leader?** (ie, new ways to think about yourself or other DWGwD as leaders)
  - a. If yes, what changes have you noticed and what do you think contributed to the changes?
  - b. If no, what could we have done differently?
  - c. Follow-up question: Was there anything that surprised you?
3. Has WWDA LEAD contributed to changing how you **practice** leadership? (ie, new skills, tools, ways of doing things learnt from others, a new sense of confidence, self-esteem)
  - a. If yes, what changes have you noticed and what do you think contributed to the changes?
  - b. If no, what could we have done differently?
  - c. Follow-up question: Was there anything that surprised you?
4. Did being with **other Diverse Women and Girls with Disability** in the WWDA LEAD program contribute to changes in your leadership?
  - a. If yes, what changes have you noticed and what do you think contributed to the changes?
  - b. If no, why do you think this?
  - c. Follow-up question: Was there anything that surprised you?

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The Focus Group Discussions will bring together between 3 participants in different age cohorts (30 and under, 31-50, 50 and over) for a 60-minute session.